

Transgender Equity Council Agenda

Regular Meeting

May 6, 2021 - 05:00 PM

Online Meeting

Members : Kenzie Weller (Co-Chair), Hunta Williams (Co-Chair), Nicolas Cruz, Billie Kurek, Ray Lockman, Melissa Burner, Mae Brooks, Galen Mitchell (Quorum - 8)

Members Absent: Destiny Xiong, KC Pavus, Ash Ray, Becca Sanborn, Emma Grey, Ka'milla Harris

Others Present: Tammy Dickinson (Community Planning and Economic Development), Jae Spells (Family Tree Clinic), Melissa Lund (ASL interpreter), Megan Bolduc (ASL interpreter)

Staff : Track Trachtenberg

Call To Order - 5:15 PM

1. Roll Call.
2. Adoption of the agenda.
 - a. Moving Tammy Dickinson's presentation to the beginning
 - b. 8 in favor, none opposed, 6 absent, the motion carries
3. Acceptance of minutes
 - a. 8 in favor, none opposed, 6 absent, the motion carries

[Apr 8, 2021 Transgender Equity Council](#)

Discussion

4. Update on TEC Recommendations
 - a. Housing:
 - i. [Renter eviction protections ordinance update](#) – drafting “just cause” and pre-filing legislation language that will be brought forth for public hearing/Council vote in May 2021 (in an attempt to get ahead of the end of the eviction moratorium)
 - b. Safety:
 - i. [Staff direction to start working on an unarmed Traffic Safety Division](#) and report back to Council by the end of June
 1. For reference, [these are some of the other pieces of community safety work funded in the 2020 budget](#), and [this is the work that staff have been instructed to do](#)
 - ii. Community charter amendment to remove MPD as a charter department has been brought to the Clerk's Office; once signatures are confirmed it will be brought to the Charter Commission, which is the next step to get it on the ballot
 - iii. Panic defense bill did not get a hearing at the State level and probably will not, this late into the legislative session

- c. Training:
 - i. Request for Proposals for Gender Inclusivity Trainers has been released and is due May 21st - please spread the word/apply if you're interested
 - ii. We will start moving on the HR trans equity survey again once Destiny is fully transferred into her new position
 - d. Restrooms:
 - i. Staff in Community Planning and Economic Development are still meeting to determine next steps re: potentially incentivizing gender-neutral bathroom construction
 - e. Appointed Boards and Commissions Support:
 - i. No updates
- 5. Update on OVP position
 - a. No updates; Track will follow up
- 6. Updates from subcommittees:
 - 1. Policy
 - i. Updates from Congresswoman Omar's LGBTQ+ Leaders Roundtable – folks are working on (amongst many other things):
 - 1. Banning conversion therapy statewide instead of just in Minneapolis and a few other cities
 - ii. If TEC members have feedback on unarmed Traffic Safety Division, CM Cunningham is the lead on that project and would be the best to meet with
 - 1. It feels like the bare minimum – do other folks want to talk with CM Cunningham about how to move it beyond just traffic cops?
 - 2. Training – N/A, haven't met since last TEC meeting
- 7. Update from Trans Issues Work Group
 - a. Have more final drafts of the policies that will be attached to contracts with shelters and social service providers
 - b. Next steps:
 - i. Meeting with Procurement staff and staff in relevant departments (City and County) to institutionalize a process of getting these policies into the contracts
 - ii. Finalize policies
 - iii. Gender Inclusivity Training for staff in relevant departments so that by the time they roll these out, they will feel comfortable providing some basic explanation/technical assistance to providers
- 8. Update from Summit Planning Committee
 - a. Going to hold a Summit every fall and a smaller, less formal event with just some of the programming every spring, to meet the community need for increased content
 - b. Likely dates Oct 3rd through 4th; still confirming exactly and then will start scheduling interpreters etc.
 - c. Primarily virtual, but will also provide as much in-person programming as we deem possible closer to the date
 - d. Trained interpreters in trans-competency in April in the hopes that we will have more interpreters for the Summit – most of the ones that attended were not in MN, so won't necessarily get new interpreters from that.
 - e. Can we get Certified Deaf Interpreters? Even if they just want to mentor and observe
 - i. TRACK – follow up / HUNTA – send info

- f. Slack was really helpful last year for coordination (especially for interpreters)
- g. Have tossed around themes related to civic engagement and/or joy
 - i. In terms of theme, feels great for it to be more of a wide variety of programming – almost “choose your own adventure”. Both of the potential themes are really important – how do we pick? All the better reason to widen the scope
 - ii. Something about change, more than just reform
 - iii. It’s been a tumultuous year – feels useful to come back to joy. Not sure that even needs to be a theme as much as just the general energy and base, but having the programming be a “choose your own adventure”

Presentation

- 9. Minneapolis Employment and Training - Tammy Dickinson
 - a. *See Tammy’s presentation, linked below, for a summary of MET’s work*
 - b. There is funding behind these questions – this can go somewhere once MET has TEC feedback!
 - c. What programs are serving LGBTQ+ community well?
 - d. Where are there gaps? How can we address them?
 - i. There are lots of gaps for Black, Indigenous, DDBHH folks. After you’re hired, there’s the question of whether the workplace is trans-inclusive (or whether they’ll ask you to prove things about transition via birth certificate or other documentation), whether they’ll provide interpreters (and especially interpreters who are aware of trans issues, interpreters who are Black, LGBTQ+, etc.). Need sensitivity trainings for employers so that it’s safe for people to come out at work; need employers to not just deny a job automatically to Deaf applicants (people don’t even know how to interact with you)
 - ii. Often, people think they’re inclusive, but only know things about LGB community, and not trans community
 - iii. If there is a way to connect legal services or other types of services within the programs, that would be even better. How do we support people to deal with slander and bullying that may impact their employment prospects?
 - iv. People are hesitant to access services unless it’s explicitly stated that they’re LGBTQ+ friendly – hard to assume that places will be accepting
 - v. Providers need to be able to coach on questions like “do I have to put my deadname on my resume,” etc.
 - vi. Would be great to see explicit partnering with potential employers that have proven to be queer-friendly (don’t just *say* they’re queer-friendly, but actually are)
 - 1. Important to know what employers and organizations mean by diversity – it’s often code for race, and specifically addressing anti-Blackness, and may not mean that they know anything about transness
 - vii. Would be useful to have a list of queer-friendly employers, organizations that reach queer folks that we can lean on for outreach, etc.
 - 1. TRACK – follow up with Tammy and ask everyone on TEC for feedback / EVERYONE – send Track suggestions
 - viii. Want a feedback loop and mechanism as MET starts to develop programming – does anyone want to advise on that as it is developed?

1. TRACK – follow up to see if anyone is interested / EVERYONE – reach out to Track/Tammy if you're interested
(tammy.dickinson@minneapolismn.gov)
- ix. Employment organizations should have the ability to do background checks for free so people can figure out what pops up on their record
- x. It's a privilege to be at an org with a big, well-trained HR department and a union – how do we support clients in accessing employers that could actually provide those things? (10 years ago, Johnson & Johnson had a staff member that was able to fully walk someone through the transitioning at work process – and that was their job. Steve F at Forum for Workplace Inclusion would have more info)
- e. MET is hoping to develop an employment program that would hire trans people to be the advocates and trainers who would then also train businesses and organizations working with LGBTQ folks – this is a great idea!!

[MinneapolisEmploymentandTrainingTECPresentation](#)

Adjournment - 6:32 PM

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Next Transgender Equity Council meeting: Jun 10, 2021

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- Your name, residential address, email or phone number, or other personal contact details;
- Your comments at the meeting, whether part of a formal hearing or comment period or otherwise; and
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